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Ministry of
Education
Colleges and
Universities

Hon. Bette Stephenson, M.D., Minister
Dr. H. K. Fisher, Deputy Minister

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MINISTRY OF EDUCATION, ONTARIO

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Skills

\$5.3 MILLION ALLOCATED TO SKILLS TRAINING

The Ontario government will put more money and manpower into its skills training program, Colleges and Universities Minister Bette Stephenson has announced.

Dr. Stephenson said that Ontario has allocated \$5.3 million to skills training and that her Ministry will add 100 staff to its apprenticeship and manpower training programs.

"The lack of skilled employees, particularly in the metal-working industry, is retarding Ontario's economic growth", she said. "For example, in the metal-working industry, there are severe shortages of the tool and die makers, machinists, and mechanics.

"The addition of \$5.3 million and 100 staff to the skills training program reflects the government's commitment to help employers resolve their skills shortages through on-the-job training."

It is expected that the additional resources will encourage and assist employers to create about 5,000 training positions.

The \$5.3 million, allocated from the Ontario government's Employment Development Fund, will support four initiatives:

- Communities will be assisted to establish and maintain Community Industrial Training Committees. CITCs consist of representatives

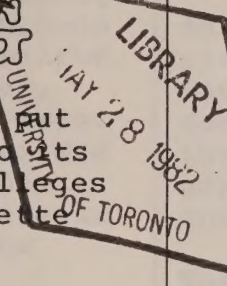
Published by the
Manpower Training Branch
to stimulate career-oriented
education programs

of labour, management and education; they assess skills shortages and develop programs to resolve them. It is expected that the number of CITCs will increase from 40 to 60.

- Consultative and support services will be provided to employers. Tests to determine employee skills will be developed, as will curriculum for on-the-job training programs. Further, programs to teach employers effective instructional techniques will be developed.
- Supplemental funds to compensate employers for some of the costs they incur in operating on-the-job training will be provided. Costs often include instructor time, machinery time, consumed materials, training aids and training consultants. This fund will supplement federal contributions to skills training.
- In certain locations the lack of training equipment and facilities is inhibiting the establishment of training programs; \$2,000,000 has been allocated to fill this need.

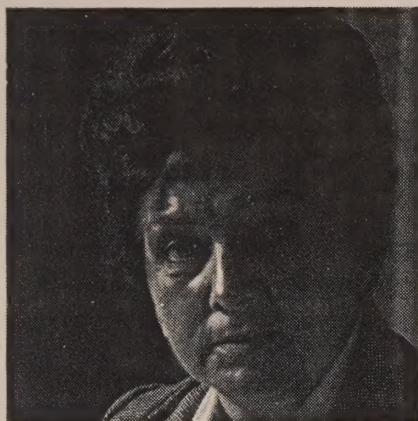
In addition to the \$5.3 million for Employer-Sponsored Training, 100 persons will be recruited for the College Affairs and Manpower Training Division of the Ministry. The additional staff will reinforce the Division's apprenticeship and Employer-Sponsored Training programs and allow the Ministry to increase its efforts to encourage employers to offer apprenticeship opportunities and in directing prospective apprentices to them.

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INDUSTRIAL TRAINING NEEDED, MINISTER SAYS

"Training for jobs" was the message in Dr. Bette Stephenson's luncheon address, delivered to the Hamilton Chamber of Commerce, on Monday, October 29, 1979. Dr. Stephenson, Minister of Education/Colleges and Universities, urged industrial leaders to actively participate in training programs to solve the Skills Imbalance in Ontario. Excerpts from the speech, which was delivered at the beginning of Career Week, follow:

"Any change--even a change for the better--is always accompanied by drawbacks and discomforts." Arnold Bennett's comments are peculiarly relevant as I reflect on the 18 months since the government's Skills for Jobs conference was held at Seneca College in Toronto. However, "discomfort" may be too soft a word.

Yet, progress is being made as we work toward correcting the Skills Imbalance in the Ontario labour market. There is, I believe, cause for quiet optimism.

Career Week, itself, is reason for optimism. A successful province-wide program of career awareness could not have been possible just two or three years ago.

The creation of a system of 35 Community Industrial Training Committees, to date, is another cause. I am firmly convinced that the CITC provides the mechanism which will enable us to meet the complementary needs of employers and employees.

But underlying these--and several other developments--is a phenomenon which leads me to believe that the Skills Balance will be achieved ... employers are recognizing, accepting and fulfilling their responsibilities.

They are recognizing that training requires commitment, to make the financial investment in human resources. (I use the word "investment", as opposed to cost, purposefully.) Only when training is seen as an investment in the corporate future--not a drain on the corporate present--will the Skills Imbalance be resolved.

As with any investment, there is a risk. A training program may, in fact, result in productivity losses during the short term. However, the risk of failing to train is far greater. The risk? Lack of competitive capability.

The government recognizes the risks a training company takes and is prepared to help reduce that risk. I say "reduce", not eliminate.

The point is: employers should not look to government to "buy" their way out of the training problem; rather they should look inwards to their own resources.

Those resources do exist. The challenge is to utilize them effectively. That is the precise role of the Community Industrial Training Committee.

The CITC, while it is not a magic wand, does offer the greatest opportunity for communities to take responsibility for their training needs and to develop programs to meet those needs. It is not an exaggeration to say that the success or failure of the skills training effort depends almost entirely on the success or failure of the CITC in each individual community.

Sitting back, waiting for publicly supported educational institutions to produce trained employees simply will not do anymore. Employers must be active participants in the educational process.

In encouraging employers, I could appeal to your nationalism; certainly Canada's international competitiveness is affected severely by the Skills Imbalance. I could appeal to your conscience; certainly, our young people need the support of those who have already established their careers.

I will not. I will appeal directly to your enlightened self-interest. I appeal to your profit motive. Training is an investment; I am not asking you to work against your personal or corporate best interest. Quite the contrary, I am asking you to do what is, in the long term, to your advantage. Hire, train, promote ... succeed.

Because ... if you do not, the results will be serious. Quite frankly, the company which does not train is committing economic suicide. It is as simple as that.

To train or not to train. It is your decision. It's your company; your profitability; your future. I leave it to you to decide.

LINKAGE BENEFITS ALL

The Linkage Project enables students to count secondary school training toward qualification in eight skilled occupations.

In 1977, the Ministries of Education and Colleges and Universities assigned a subcommittee to determine the feasibility of linking apprenticeship in-school training with secondary school education in a limited number of trades. This Linkage Program was announced by the Ministry of Education Memorandum 34 of April, 1979.

The program is a new initiative in skills training in Ontario. Students will enroll in specific areas of a relevant curriculum at the secondary level; the successful completion of the prescribed curriculum will not only give the students secondary school credits, but will also allow students to attain exemption from some of the in-school segments of apprenticeship and competency based programs.

Eight areas are offered in 1979-80;

Baker
Cook
Hairstylist (Hairdresser and Barber)
General Machinist
Millwright (Industrial)
Millwright (Construction)
Appliance Repair
Retail Meat Cutting.

For example: a student may complete the Machinist curriculum during Grades 11 and 12; this completed work will be recommended as being comparable to the eight-week Basic in-school portion at the community college level when the student registers as an apprentice.

This system should offer advantages to students and employers. Students will face a shorter training period and employers should be able to have experienced apprentices available earlier in the training period. Also, training gained at the secondary school level should be helpful in assisting students in their search for summer employment. These courses should assist young women in gaining on-the-job experience in non-traditional occupations at an earlier age.

In order to assure standardization of competency, students will be required to pass a written test; successful practical experiences will be recorded in a personal record book that will be initialled by the technical instructor.

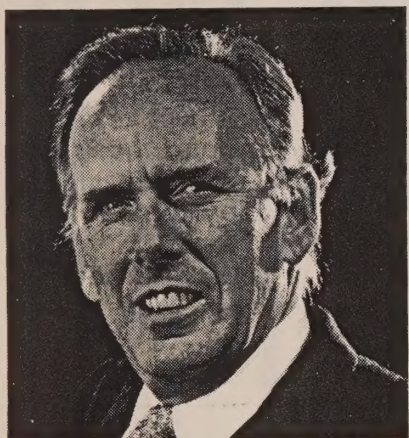
Implementation of the linkage program is not going to proceed without difficulty; in fact, success will only be assured if all areas -- secondary schools, community colleges and industry -- co-operate.

In many instances there may have to be a sharing of equipment among colleges and secondary schools.

Industry can co-operate by assisting with work-experience arrangements. Linkage accreditation is supplementary and does not interfere with the current process used in the Apprenticeship Branch.

The Liaison Section, of the Manpower Training Branch, working co-operatively with other branches of the Ministry, has been assisting with the implementation of this project. As of 80 01 31 there are 11,080 students, from 91 secondary schools, enrolled in the eight pilot programs. The majority of them, 8,648 in all, are taking advantage of the Machinist course. In addition, 500 are taking courses as Baker; 60 in Retail Meat Cutting; 816 in Cook; 329 in Hairdressing; 619 in Millwright; and 108 in Appliance Repair. Inquiries should be directed to the Liaison Section, Manpower Training Branch, (965-6161), 9th Floor, Mowat Block, Queen's Park, Toronto, M7A 1C1.

PEOPLE



E. Lawrie Kerridge:
Director, Manpower Training Branch

Mr. Kerridge has been the Director of the Manpower Training Branch since it was formed in May 1979 in response to the Skills Imbalance in Ontario. For the three years prior to this appointment, he was Director of the College Affairs Branch, which administers Ontario's Colleges of Applied Arts and Technology.

From 1974 to 1976, Mr. Kerridge served as Executive Co-ordinator of the Ontario Manpower Co-ordinating Committee. This committee, part of the Ontario Cabinet Office, was an inter-Ministerial committee of Deputy Ministers concerned with manpower issues.

Mr. Kerridge joined the Department of Education in 1962, serving as a member of the initial team

responsible for developing a new, alternate form of post-secondary education; this effort resulted in the formation of Ontario's community colleges. Mr. Kerridge has also held the positions of Superintendent of Program Co-ordination and Agreements, and the Associate Directorship of the Industrial Training Branch. Prior to joining the Ontario Public Service, Mr. Kerridge taught Electronic Technology at the Ryerson Polytechnical Institute, and held senior positions in the electronics industry.

SKILLS is published quarterly by the Manpower Training Branch. Your letters and articles are most welcome; they should be addressed to the Editor. If you know of anyone who you feel would enjoy receiving SKILLS, please notify the Editor.

The Editor
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RESOURCE READINGS


Smoker David S., Career Education: Current Trends in School Policies and Programs, National School Public Relations Association, Arlington, Virginia, 1974.

Attempts to define career education, reviewing the needs for and reactions to it, both pro and con. Identifies four models (School Based, Experience/Employer Based, Home Community Based, and Rural-Residential Based), which would serve a complete cross-section of society. Gives a detailed accounting of the career education programs in operation in 1974 and concentrates on the leading examples. Discusses various innovations in instructional programs, the role of the career counsellor, and the future role of career education in general.

Available from:
National School Public Relations Association
1801 North Moore Street
Arlington, Virginia, 22209
U. S. A.

COMMUNITY INDUSTRIAL TRAINING COMMITTEES

<u>Location</u>	<u>Committee or Assn.</u>	<u>Name & Address of Chairman</u>	<u>Phone</u>
Atikokan	Manpower Adjustment Committee (Steep Rock)	Mr. Jack A. McTaggart, Box 871, Atikokan, Ont. P0T 1C0	(807) 597-4310
Belleville	Community Industrial Training Committee	Mr. J. Kimmett, Industrial Commissioner, Richmond Township, Selby, Ontario, K0K 2Z0	388-2603
Brantford	Brant Industrial Training Advisory Committee	Mr. J.H. Hughes, Plant Supt., Steel Co. of Cda. Ltd., P.O. Box 220, 168 Colborne St. W., Brantford N3T 5M8	753-2607
Brockville	Community Industrial Training Committee	Mr. Rick Wilkins, Training Supv., GIE Automatic Electric, 100 Strowger Blvd., Brockville, Ont. K6V 5W8	342-6621
Chatham (Kent County)	Kent Industrial Training Committee	Mr. D. Switzer, Motor Wheel Corp. of Cda. Ltd., P.O. Box 2011, Chatham, Ont. N7M 5L9	354-1700
Cobourg/Port Hope	Community Industrial Training Committee	Mr. Bernie Paziuk, Canadian General Electric, 755 Division St. North, Cobourg, Ont. K9A 3T1	372-5411
Cochrane/Iroquois Falls	Cochrane/Iroquois Falls Industrial Training Advisory Committee	Mr. P. Tessier, Atlas Body Shop, 358 Cambridge, Iroquois Falls Ont. P0K 1E0	232-4505
Cornwall	Community Industrial Training Committee	Mr. Wm. Mitchell, Personnel Director, Combustion Engineering-Superheater Ltd., P.O. Box 1029, Cornwall, Ont. K6H 5R5	933-7030
East Metro	East Metro Industrial Training Advisory Comm.	Mrs. Nancy D. Jackson, Canada Wire & Cable Ltd., 147 Laird Drive, Toronto, Ont. M4G 3W1	421-0440
Etobicoke	Industrial Advisory Committee	Mr. D.A. White, President, Huntington Laboratories of Canada Limited, 15 Victoria Cres., Bramalea, Ont. L6T 1E3	677-2401 or 233-3520
Guelph	Guelph Industrial Advisory Committee	Mr. M. Gulliford, Rockwell International, P.O. Box 848, Guelph, Ont. N1A 6M7	836-2840



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<u>Location</u>	<u>Committee or Assn.</u>	<u>Name & Address of Chairman</u>	<u>Phone</u>
Hamilton	Hamilton Industrial Training Advisory Committee (HITAC)	Mr. Ken Cooke, President, H.I.T.A.C., 19 Hyde Park Ave., Hamilton, Ontario L8P 4M6	528-6656
Hamilton	Hamilton-Wentworth Industry-Education Council	Mr. J.C. Ronson, Organization Development Mgr., The Steel Company of Canada, P.O. Box 205, Toronto-Dominion Centre, Toronto, Ont., M5K 1J4	362-2161
Hearst	Hearst Industrial Training Advisory Committee	Mr. R. Cloutier, Hearst Industrial Training Advisory Comm., c/o Arrow Timber, Hearst, Ont. P0L 1N0	362-4227
Kapuskasing	Kapuskasing & District Industrial Training Advisory Committee	Mr. Laureál Génier, C.O.B. Furniture Mfg. Ltd., 1 Queen St., Kapuskasing, Ontario P5N 1G4	335-3097
Kingston	Kingston & Area Community Industrial Training Comm.	Dr. J.A. Campbell, Merand Ltd., 679 Justus Dr., Kingston, Ont. K7M 4H5	389-5511
Kirkland Lake	Kirkland Lake & District Industrial Training Advisory Committee	Mr. Jim Johnson, Training Coordinator, Adams Mines Ltd., P.O. Box 877, Kirkland Lake, Ont. P0N 3K7	567-3321
Kitchener	Metals Machining Program Sector Committee	Mr. Larry Rechsteiner (interim), Manager, Curriculum Planning, Conestoga College of Applied Arts & Technology, 299 Doon Valley Drive, Kitchener, Ont. N2G 4M4	653-2511
Lindsay	Victoria County Industrial Training Committee	Mr. B. Neil, Rosedale Plastics Inc., P.O. Box 88, Lindsay, Ont. K9V 4R8 & Mr. P. Tavaszi, Trent Rubber Services, 100 Albert St.S., Lindsay K9V 3H7	324-6701 324-6891
London	London Industrial Training Advisory Board	Mr. Ken C. Holland Director of Personnel, Kellogg Company of Cda. Ltd., 1097 Dundas St., Box 5517, Terminal "A", London, Ont. N6A 4P9	455-1010
Midland	Midland/Penetanguishene Industrial Training Comm.	Mr. Michael Tidy, Personnel Manager, Decor Metal Products, 140 Bay St. Midland, Ont. L4R 4L5	526-5451

<u>Location</u>	<u>Committee or Assn.</u>	<u>Name & Address of Chairman</u>	<u>Phone</u>
New Liskeard	Tri-Town Community Industrial Training Comm.	Mr. R. Deakos, New Liskeard Secondary School, New Liskeard, Ont. P0J 1P0	647-7336
Niagara Peninsula	Niagara Industrial Training Advisory Committee	Mr. Mike Cheredar, Supt., Mfg. Services, TRW Canada, 230 Louth St., St. Catharines, Ont. L2R 7B5	685-8411
North York & York Region	North York & York Region Community Industrial Training Comm.	Mr. Wm. J. Easdale, Vice-President, Personnel & Industrial Relations, The deHavilland Aircraft of Canada, Ltd., Downsview, Ont. M3K 1Y5	633-7310
Orillia	Orillia & Area Industrial Training Committee	Mr. John J. Connor, Fahrmet Limited, Orillia, Ont. L3V 6L6	325-2781
Oshawa	Durham Organization for Industrial Training (DO IT)	Mr. G. Hanna, Chairman, Durham Organization for Industrial Training (DO IT), 115 Simcoe St. S., Oshawa, Ont. L1H 4G7	728-1683
Ottawa	Five Counties Industrial Training Council	Mr. M. Adamson, Lumonics Research Ltd., 105 Schneider Rd., Ottawa, Ontario K2K 1Y3	592-1460
Peel Region (Brampt./Miss.)	Peel Region Industrial Training Advisory Committee	Mr. Derwyn Hancocks, Vice President-Personnel, Rubbermaid (Canada) Ltd., 2562 Stanfield Rd., Mississauga, Ont. L4Y 1S5	279-1010
Peterborough	Peterborough Industrial Training Committee	Mr. Barry Turk, Westclox Canada Ltd., 211 Hunter St. E., Peterborough, Ontario K9J 6Z1	743-9060
Sarnia	Lambton Industrial Training Committee	Mr. David Bell, Training Officer, Ontario Hydro, Lambton Generating Station, P.O. Box 2100, Courtwright, Ont. N0N 1H0	867-2663
Sault Ste. Marie	Sault Industrial Training Committee	Mr. Wm. Watts, Algoma Steel, Sault Ste. Marie, Ontario P6A 5P2	945-3767
Smiths Falls	Community Industrial Training Committee	Mr. Norm Birchard (interim), Algonquin College of Applied Arts & Technology, 1385 Woodroffe Ave., Ottawa, Ont. K2G 1V8	725-7010
Sudbury	Community Industrial Training Committee	Mr. John Moland, Inco Metals Company, 65 Fir Street, Sudbury, Ont. P3C 2A9	675-8391

